



Join at
slido.com
#1603733

TALENT & TECHNOLOGY

FIND'M & KEEP'M

SEPTEMBER 2024



SPEAKERS



SARAH CACCIABAUDO

Senior Director
(631) 617-3428
SarahCPA@vaco.com

Sarah Cacciabaudo serves as a Senior Director for the Accounting & Finance division of Vaco Charlotte, primarily focused on recruiting and business development for Accounting and Finance opportunities in the Charlotte Metro market. Originally from New York, after Sarah earned her bachelor's and master's degrees in accounting from Wake Forest University, she quickly made North Carolina her permanent home. After graduation, she obtained her CPA. Prior to joining Vaco, Sarah began her career in public accounting at Ernst & Young concentrating on domestic and international tax provision, tax compliance, and tax planning projects in various industries. After leaving Big4 accounting, Sarah served as the domestic tax accountant at a multinational, public manufacturing company. Outside of work, you can find her spending time with her family and friends, including hiking all the best trails around Charlotte and trying the newest restaurants!



LEAH BITETTI

Senior Director
(315) 256-3130
lbitetti@vaco.com

Leah Bitetti is an accomplished Accounting and Finance Recruiter at Vaco, a leading talent solutions firm, where she has been making a significant impact for the past four years. Leah began her career in public accounting after earning a Master's degree in Accounting and obtaining her CPA license in Rochester, NY. With a solid foundation in the industry, Leah discovered a passion for helping others achieve their career aspirations. She leverages her extensive expertise to assist both candidates and clients in navigating their careers and hiring top-tier talent for their organizations. Outside of work, Leah enjoys an active lifestyle, spending time with her dog, friends, and family, and always planning her next vacation!



slido



Have you partnered with a talent acquisition firm?

① Start presenting to display the poll results on this slide.

ABOUT VACO

Our clients are served by passionate, motivated, qualified and emotionally engaged professionals.

Our consultants are guided by our clients' goals and objectives and tailor their work accordingly, every step of the way. Vaco is a collegial and collaborative team that ensures global coordination and local execution.

Our business model is built upon the exceptional skills of our talent and, therefore, we uphold a strong vetting process, commitment to supporting professional growth and development, and continued focus on retention.



\$1B
ANNUAL REVENUE



9,800+
PROFESSIONALS
ENGAGED



73K+
PROFESSIONALS
PLACED



50%
OF FORTUNE 500
COMPANIES SERVED



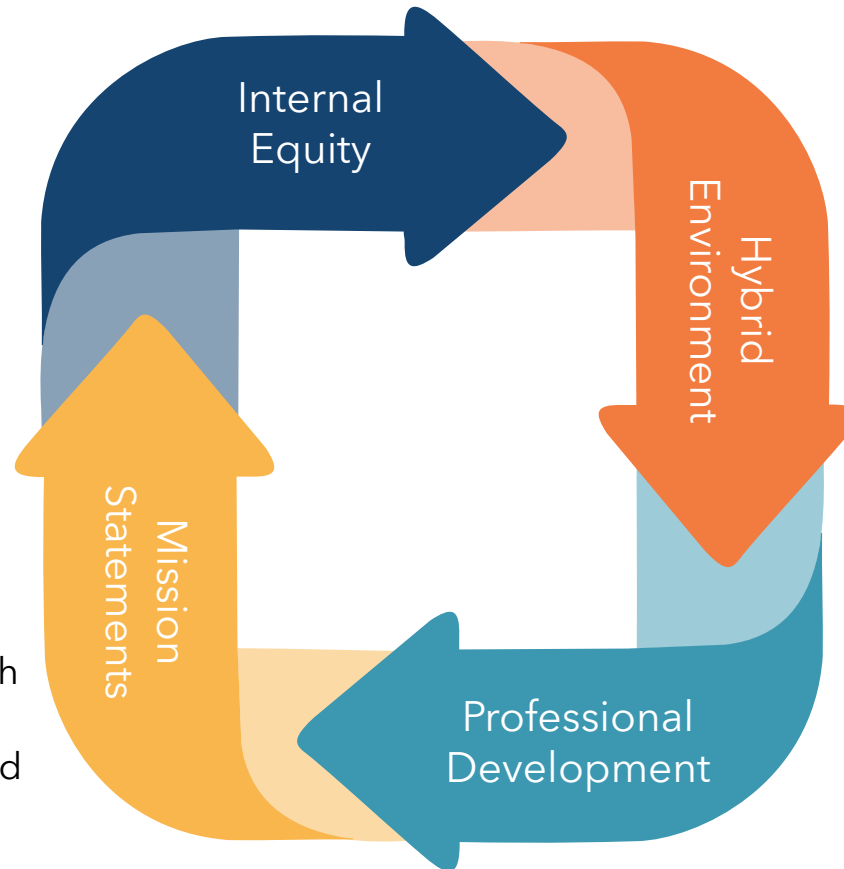
ENGAGEMENT & RETENTION

1 INTERNAL EQUITY

- Fair compensation and opportunities for growth
- Address pay gaps, promotes diversity, equity and inclusion

4 COMPANY MISSION STATEMENTS

- Align organizational values with employees' personal values
- Embed social responsibility and advocacy into organizational culture



2 HYBRID WORKING ENVIRONMENT

- Flexible work policies and technologies
- Establish clear policies to maintain productivity and employee satisfaction

3 PROFESSIONAL DEVELOPMENT

- Continuous learning opportunities and career development programs
- Personalized learning programs and upskilling initiatives



slido



How do you define hybrid work?

ⓘ Start presenting to display the poll results on this slide.

THE IMPACT OF REMOTE WORK TECHNOLOGIES ON TALENT MANAGEMENT



ENHANCED FLEXIBILITY



INCREASED INCLUSIVITY



ATTRACTING TOP TALENT



RETAINING TOP TALENT



COLLABORATION &
INNOVATION



slido



Does your organization offer software or tools for employee development and engagement?

① Start presenting to display the poll results on this slide.

slido



What software or tools does your organization offer for employee development and engagement?

① Start presenting to display the poll results on this slide.

TOOLS FOR EMPLOYEE DEVELOPMENT AND ENGAGEMENT



LEARNING MANAGEMENT
SYSTEMS (LMS)



PERFORMANCE
MANAGEMENT SYSTEMS



EMPLOYEE RECOGNITION
PLATFORMS



CAREER DEVELOPMENT PLANS



TOOLS FOR EMPLOYEE DEVELOPMENT AND ENGAGEMENT



EMPLOYEE FEEDBACK TOOLS



COLLABORATION AND
COMMUNICATION TOOLS



WELLNESS AND EMPLOYEE
ASSISTANCE PROGRAMS
(EAPS)



EMPLOYEE DEVELOPMENT
PROGRAMS



DIVERSITY, EQUITY, AND
INCLUSION TOOLS (DEI)



KEY TAKEAWAYS

- **Technology retains and attracts top talent** by enhancing the employee experience through personalized career development, continuous learning opportunities, and effective performance feedback.



ENGAGEMENT & RETENTION

- Engage with internal equity, including fair compensation, commitment to DEI, and opportunities for growth
- Regardless of hybrid/in-person, establish clear working policies

REMOTE WORK TECHNOLOGY ON TALENT MANAGEMENT

- Remote work technologies make organizations more attractive to top talent and help retain that talent by meeting their evolving needs
- Organizations leveraging these technologies are better positioned to compete in the global marketplace and maintain a motivated, diverse, and committed workforce

TOOLS FOR DEVELOPMENT & ENGAGEMENT

- Various tools and strategies can be used to foster employee development and engagement for a productive and motivated workforce
- Utilizing these tools tailored to the needs of your workforce leads to better job satisfaction, retention, and overall productivity





QUESTIONS?

LEARN MORE AT [VACO.COM](https://vaco.com)